

Ministry Training Centers

GIFT ASSESSMENT

150 Questions

30 GIFTS

by

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GIFT ASSESSMENT

To discover which **gifts of the Holy Spirit** are currently operating in your life, carefully complete this spiritual Gift Assessment. After completion of the Gift Assessment, refer to the lessons in **Discovering Your Mission** section of Volume One – Foundations For Discovery to discover **HOW** you may release your newly discovered profile of spiritual gifts in more effective ways.

1. Refer to the questions starting on the next page. Answer each question as you are NOW or have been in the recent past, NOT how you would like to be.
2. Score yourself with a "0, 1, 2, 3, or 4," on the **answer sheet** (the last page of this assessment). Remove the answer sheet and place it beside the questions. Cover your completed answers as you proceed.
3. Select the answers (0 to 4) that best apply to your life and experience. Be honest. Be decisive. Be bold and move quickly through the questions. The assessment takes about 35 minutes to complete.
4. Write your answers vertically on the answer sheet next to the number corresponding to the question, as follows:

0 = NEVER	-	NO	= 0
1 = HARDLY EVER	-	PARTIALLY TRUE	= 1
2 = ONCE IN A WHILE	-	TRUE	= 2
3 = QUITE OFTEN	-	VERY TRUE	= 3
4 = ALWAYS	-	ABSOLUTELY!	= 4

EXAMPLE:

SAMPLE QUESTIONS:

ANSWER SHEET:

- | | |
|---|------------|
| 1. I enjoy going to church more than going to work. | 1 <u>4</u> |
| 2. I would love to lead worship in church. | 2 <u>0</u> |
| 3. I enjoy witnessing to others about Christ. | 3 <u>3</u> |
| 4. I am good at making crafts and doing art projects. | 4 <u>1</u> |

Gift Questions

Answer each question honestly, placing a number (0 to 4) on the **answer sheet**, which is the last page of this assessment. Write your answer beside the same number as the question. Answer vertically.

1. I take great pleasure in doing jobs for others that need to be done.
2. There are times when I have boldly addressed those who were lacking in faith and exhorted them to strengthen their relationship with God.
3. I enjoy encouraging people who have strayed or are running from God.
4. I have been used to communicating to others messages from God which were timely and urgent.
5. I enjoy alleviating the suffering of those who have physical or mental problems.
6. I have personally led people into salvation through faith in Jesus Christ.
7. I am able to see beyond what a person is communicating to me by what they don't say rather than by what they do say.
8. I cause people to begin thinking in creative ways they have never considered before.
9. When I am with others I feel the need to make them physically comfortable.
10. I have a desire to preach in new cultures that have not yet heard the Gospel.
11. I have spoken to God in a language unknown to me.
12. When I hear someone speak in tongues in a group setting, I know the essence of what was spoken and want others in the group to understand the message.
13. I have a tendency to step in and help when a group lacks organization.
14. When people are confused, I often realize that I have a solution which will solve their problem.
15. Evil spirits have obeyed me when I have been led by the Holy Spirit to deal with them.
16. I like to patiently but firmly nurture others in their development as children of God.
17. When first meeting someone, I sense the heart motives of the person.
18. I enjoy helping a ministry by using my trade abilities to create something useful.
19. I have prayed for the sick and they were healed.
20. I choose to live like the poor in order to better relate the Gospel to them.
21. I enable people to learn God's truths in ways they can easily understand.
22. I spend extended times in prayer on a regular basis.

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23. I have experienced an instant understanding of facts concerning people which I would not have otherwise known.
 24. I enjoy the single lifestyle.
 25. I believe God will provide for my means, even in extreme situations.
 26. I feel deeply motivated to give when confronted with urgent financial needs in God's work.
 27. I enjoy relating to minorities and those of other cultures, and they seem to enjoy me.
 28. I always make a strong stand for Christ even when I know beforehand that I will receive severe verbal abuse.
 29. God has used me to pray and miraculous events have taken place.
 30. I get impressions that make me know the final outcome of a given situation.
 31. I feel extremely normal when I am helping others.
 32. It is easy for me to boldly exhort people about God's Kingdom and their walk with the Lord.
 33. People that are confused or troubled seem to cross my path and receive encouragement.
 34. I repeatedly speak out concerning what I sense is genuinely right or wrong about the motives of people and their actions within the church.
 35. I empathize easily with people in need.
 36. I enjoy finding pre-Christians so I can share with them how to become a Christian.
 37. I desire to help others become balanced and lead effective lives.
 38. I enjoy the creative arts (music, art, drama, media, etc.) and developing my skills in certain ones.
 39. My home is always open to whomever needs ministry.
 40. I have a desire to pioneer new churches that will become self sustaining.
 41. In my private times of prayer and worship I speak words to God that I have not learned.
 42. I have been able to interpret what others said in tongues in a group setting.
 43. I enjoy involving myself in implementing organizational strategies.
 44. When a group lacks direction or leadership, I step in to help.
 45. I have accurately discerned the presence of an evil spirit and have removed it from a person.
 46. Others have said I possess a servant's heart, demonstrated through long-term relationships.

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47. My initial discernment of the spiritual condition of people is usually correct.
 48. I consider working with my hands a good way for me to serve God.
 49. I love to pray for others to be healed.
 50. I am challenged and find excitement in living a simple lifestyle for Christ.
 51. I love imparting biblical knowledge that others can apply to their lives.
 52. I will pray about a certain concern until I know God has heard and is acting on it.
 53. I sense an impression about someone who is ill, and when I pray, the individual often gets healed.
 54. People tell me I appear to be very contented and enjoy being single.
 55. I can believe God to overcome my obstacles and I'm very aware of His presence.
 56. I feel excited when my giving is an answer to a specific need.
 57. I have a desire to learn another language well so I can better minister in a another culture.
 58. Others have told me that they felt I would die for my faith in Jesus Christ.
 59. There have been times as I was praying for God's intervention and He performed notable miracles.
 60. I can determine the outcome of a particular situation before it happens and advise people to prepare themselves.
 61. I believe that all of the work of the church is important, simply because it needs to be done.
 62. I love to speak to others about the things of the Gospel and the soon coming of Jesus.
 63. People who are hurting perceive that I am their friend and want to help them.
 64. I have spoken frank corrections to those who refused to repent.
 65. I enjoy ministering to people in hospitals, prisons, or nursing homes.
 66. I share the Gospel wherever I go, so that people will know about having a relationship with Jesus Christ.
 67. I enjoy counseling with those who have emotional difficulties and help them improve.
 68. I enjoy variety and the challenge of enhancing my creative skills.
 69. I enjoy getting acquainted with new people and helping them meet others in the church.
 70. In cross-cultural situations, I can present the Gospel in ways that the people can easily understand.

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71. Out of the depths of my personal praise, I express unknown words to the Lord.
 72. When I've heard others speak in tongues, I have interpreted the message and it spoke of Christ and edified the other Christians present.
 73. I am able to visualize a coming event and solve potential problems before they happen.
 74. When in a crowd, people often accept my ideas and direction.
 75. I have been used by the Lord to set demonized people free.
 76. I enjoy guiding other Christians and helping them in their challenges of life.
 77. I have an unusually high awareness of the differences between spiritual truth and error.
 78. Before I build or create something, I can visualize exactly how it should look.
 79. A sizable amount of people whom I have prayed for have reported that they have been healed.
 80. I have purposely given up material things to minister more effectively.
 81. At times I have a special sense that God is communicating through me beyond my ability.
 82. I would rather intercede in prayer than waste my time on other things.
 83. God lets me know where things are which have been lost.
 84. As a single, I am glad I have more time to serve the Lord.
 85. I can believe God for something which appears to be contrary to the prevailing circumstances.
 86. The more I give to God, the more satisfaction and joy I have in my life.
 87. I relate well to those of a different culture and they readily accept me.
 88. I have received joy when being ridiculed and humiliated for my witness for the Lord.
 89. As a result of my believing God for a miracle and witnessing its manifestation, others have come to Christ for salvation.
 90. In the midst of spiritual conflict, I spontaneously discern the solution which others often see as a high degree of "common sense."
 91. I experience warmth when helping another.
 92. I am able to help others find direction in their life by speaking Kingdom principles to them.
 93. I have an appetite for helping others face reality and encourage them to overcome problems.
 94. I have spoken about a specific situation happening in the church, before it came to pass.

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95. I view handicapped people as very valuable and just as important as anyone.
 96. I enjoy creating new and more effective ways to present the Gospel to pre-Christians.
 97. I love to counsel with others, often suggesting a direction which solves their problems.
 98. I enjoy being alone and using my imagination to create new ideas.
 99. I like greeting newcomers and showing them how to get their questions answered.
 100. I feel I can be more effective establishing new churches in other parts of the country.
 101. Speaking in languages I've never learned edifies and inspires me into a closer relationship with the Holy Spirit.
 102. When someone speaks in tongues in a public service, I feel the urgency to help others understand what is being said and begin praying that God will use me to do so.
 103. I understand the organizational aspects of planning big events.
 104. When I give direction, I find that people respond with confidence.
 105. Demonized people have been set free resulting from my ministry with them.
 106. I have personally related to a specific group of people for an extended period of time, enjoying a mutual sharing of strengths and weaknesses.
 107. I can discern right from wrong, and I can usually discern a person's spiritual motives.
 108. I enjoy helping the church by creating or building things that help care for people.
 109. I love to pray for sick people wherever I find them.
 110. I live a simple life in order for poor people to better accept my witness about Christ.
 111. When I convey spiritual principles to others, they tell me it makes an impact towards changing their thinking and actions.
 112. Specific answers to prayer have been attributed to me by others as a result of my interceding for them.
 113. I can see into the lives of people from God's perspective and understand their situation and problems.
 114. As a single, it takes very little effort to control my sexual desires.
 115. I find myself believing God to fix a problem in my own life when others seem unable to.
 116. When I see others who have a genuine need, I give them what they need.

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117. I have a desire to share Christ in another culture and would be willing to do so on a long-term basis.
 118. I seem to be an effective witness in situations where other Christians fear to tread.
 119. There have been times when the course of events radically changed as a result of God calling me to intervene.
 120. I have divine insight into the lives of those I talk with, which reveals the solution to their problems.
 121. I desire working in any area of the church that needs my help.
 122. I find myself verbalizing God's promises to those who lack faith and are seeking His will.
 123. I find myself challenging others to a more obedient walk with the Lord.
 124. I feel compelled to expose unknown situations in groups or an individual's life in order for them to better follow the Holy Spirit.
 125. I have a desire to involve myself with the healing process of suffering people.
 126. Pre-Christians have responded favorably to my testimony of how Christ made my life more meaningful.
 127. Others refer to me as a good listener.
 128. I have caused people to have an experience with God as a result of my artistic expressions.
 129. I will make my home available when someone needs a place to stay.
 130. I enjoy staying and helping in other cultures until the Christian leaders are better equipped in establishing strong churches.
 131. I have spoken in a language which I have not learned and heard another person say to others what I had just spoken.
 132. When someone speaks in tongues, I know the meaning of what was said.
 133. I know how to develop plans and strategies to accomplish complex goals.
 134. My plan of action is usually well received by others.
 135. Demon activity has ceased as a result of my response to it in cooperation with the Holy Spirit.
 136. I have enjoyed assuming the spiritual oversight and nurture for a particular group of believers.
 137. Others affirm that my discernment regarding the presence of spiritual activity is usually correct.
 138. I meet needs by creating, developing, or building things for others.

139. I have prayed for others, and they have been healed.

140. I really can identify with poor people even though I am not poor.

141. When God has used me to explain Scripture to others, there is a desire in others to do what Scripture says.

142. I hear God's voice in response to my time in prayer with Him.

143. God has revealed a person's private sins to me without them telling me.

144. Paul's life is my example and reasoning for remaining single and ministering more effectively.

145. When a situation seems impossible, I find myself believing that God will correct it.

146. I love to give to those in genuine need.

147. I have a strong desire to see people of other cultures won to the Lord.

148. Some of my friends say that I would make a good martyr.

149. Others have testified that they have witnessed visible miracles as a result of my prayers.

150. I can see God's point of view of how to solve problems in the lives of others.

GIFT ANALYSIS

HOW TO DISCOVER GOD'S GIFTS IN YOUR LIFE:

1. On the answer sheet, add your answers across each line starting with the horizontal "A" line.

EXAMPLE: 1 3 31 2 61 3 91 2 121 1 = 11 A

2. Write the **total for each line** next to the letters (A, B, C, D, etc.) on the right side of the answer sheet.
3. Write the **name of the gift** taken from the "Gift List" below, corresponding to the letters on the answer sheet.
4. On the "Gift Profile" sheet, transfer the names of the gifts from the answer sheet and place them on the line that corresponds to the score for the particular gift. (*Example:* If line A (Helps) totaled 11, write "Helps" on line 11 of the Gift Profile.)
5. This gives a starting point to begin analyzing how God is releasing His gifts through you.
 - Note where your very active gifts are and which **categories** they are in.
 - Your "**Level of Operation**" (4,3,2, or 1) will increase as you mature.
 - Your "**Scale of Release**" will also increase and change. 10-15 is normal. 16+ is very high.
 - Finally, note which "**Functional Categories**" are represented in levels FOUR and THREE. These categories are where you will be the most effective and enjoy serving.
 - Begin pursuing your service to God in these categories of ministry.

GIFT LIST

		<u>Functional Category</u>			<u>Functional Category</u>
A	HELPS/SERVICE	Service	P	SHEPHERDING/PASTOR	Pastoral
B	PREACHING	Communication	Q	DISCERNMENT OF SPIRITS	Communication
C	ENCOURAGEMENT	Pastoral	R	CRAFTSMANSHIP	Service
D	PROPHECY	Communication	S	HEALING	Evangelistic
E	MERCY	Pastoral	T	VOLUNTARY POVERTY	Evangelistic
F	EVANGELISM	Evangelistic	U	TEACHING	Pastoral
G	COUNSELING	Pastoral	V	INTERCESSION	Service
H	CREATIVITY GIFTS	Communication	W	MESSAGE OF KNOWLEDGE	Communication
I	HOSPITALITY	Service	X	CELIBACY	Evangelistic
J	APOSTLE	Evangelistic	Y	FAITH	Evangelistic
K	DIFFERENT KINDS OF TONGUES	Communication	Z	GIVING	Service
L	INTERPRETATION OF TONGUES	Communication	Z1	MISSIONARY	Evangelistic
M	ADMINISTRATION	Service	Z2	MARTYRDOM	Evangelistic
N	LEADERSHIP	Pastoral	Z3	MIRACULOUS POWERS	Evangelistic
O	EXORCISM	Evangelistic	Z4	MESSAGE OF WISDOM	Communication

GIFT LIST

Definitions

- A HELPS/SERVICE** (Service gift) The gift of helps and/or service is the unique ability to recognize needs of others, gather resources and serve them in whatever capacity is needed.
- B PREACHING** (Communication gift) The gift of preaching is the unique ability to be a herald, announcing the full proclamation of the Good News of the Gospel of the Lord Jesus Christ.
- C ENCOURAGEMENT** (Pastoral gift) The gift of encouragement is the unique ability to cooperate with the Holy Spirit's intention of becoming another person's advocate, by aiding, encouraging, exhorting, comforting, and consoling them.
- D PROPHECY** (Communication gift) Prophecy is the divine enablement to receive and communicate the essence of God's strategies to His people through a divinely anointed utterance.
- E MERCY** (Pastoral gift) Mercy is the unique ability to sympathize with the hurts and miseries of others by showing pity and compassion and cheerfully responding.
- F EVANGELISM** (Evangelistic gift) The gift of evangelism is the divine enablement to become a messenger who preaches the Good News of the Gospel primarily to unbelievers and bring them to a point of conversion and desire for discipleship.
- G COUNSELING** (Pastoral gift) The gift of counseling is the unique ability to accumulate, correctly interpret and understand the whole counsel of the Bible well enough to be an advisor to those who seek biblical choices.
- H CREATIVITY GIFTS** (Communication gift) Creativity gifts is a grouping of gifts enabling people to communicate God's truth through a multitude of creative art forms such as: music, worship leading, playing musical instruments, creative pageantry, creative dance, impromptu songs of the Lord, drama, creative graphics, creative illustrations, writing, poetry, creative recordings, printing, multi-media, etc.
- I HOSPITALITY** (Service gift) The gift of hospitality is the unique ability to provide for the physical well being of others by offering lodging, food, comfort, or rest.
- J APOSTLE** (Evangelistic gift) The gift of apostle is responding to a divine call to be sent out to establish and oversee the development of new churches and to rely on God's wisdom and supernatural authority to raise up lasting works.
- K DIFFERENT KINDS OF TONGUES** (Communication gift) Different kinds of tongues is a divine ability given to a believer to utter words with their spirit not learned by their mind. If released in a public gathering, the words need to be accompanied by the gift of interpretation of tongues for the edification of those present.
- L INTERPRETATION OF TONGUES** (Communication gift) The supernatural ability to say in the listeners' language what has been spoken to God with the gift of different kinds of tongues for the edification of the group.

- M ADMINISTRATION** (Service gift) The gift of administration is the unique ability to effectively analyze and understand various organizational structures in the Body of Christ and execute plans and procedures that will assure the accomplishment of ministry.
- N LEADERSHIP** (Pastoral gift) The gift of leadership is the unique ability to be set over the affairs of a ministry or local church in order to render faithful aid in directing its activities.
- O EXORCISM** (Evangelistic gift) The gift of exorcism is the divine enablement to correctly discern the presence of malevolent spirits and expel them by the gift of faith.
- P SHEPHERDING/PASTOR** (Pastoral gift) Shepherding or pastoring is the divine enablement to assume the spiritual responsibility for a group of believers by supervising, guiding, teaching and caring for them.
- Q DISCERNMENT OF SPIRITS** (Communication gift) The supernatural perception to distinguish the source of spiritual activity. It clearly reveals whether the activity is divine, human, or demonic in origin.
- R CRAFTSMANSHIP** (Service gift) The gift of craftsmanship is the unique ability to construct, repair or craft useful goods, articles or structures that help facilitate effective ministry.
- S HEALING** (Evangelistic gift) The gift of healing is the divine ability to impart God's presence for wholeness, resulting in spiritual, emotional, and physical well being.
- T VOLUNTARY POVERTY** (Evangelistic gift) The gift of voluntary poverty is the unique ability for a believer to reduce his or her lifestyle in order to more effectively minister to a particular culture.
- U TEACHING** (Pastoral gift) Teaching is the divine enablement to accurately analyze, interpret, and communicate knowledge about the Word of God in ways that are culturally relevant, timely, and individually applicable to the lives of listeners.
- V INTERCESSION** (Service gift) The gift of intercession is the unique ability to stay in close personal relationship with the Holy Spirit, thus being directed by Him into frequent and prolonged periods of prayer. It will involve contending in prayer for others, resulting in remarkable answers to those prayers.
- W MESSAGE OF KNOWLEDGE** (Communication gift) The message of knowledge is a divine revelation originating with God about situations either past or present of which He makes man aware. This knowledge is communicated spontaneously from God to man, through the Spirit, to bring clarification, wholeness and restoration to the lives of those present.
- X CELIBACY** (Evangelistic gift) The gift of celibacy is the unique ability for believers to maintain a season of life where they experience little or no need for sexual satisfaction, or suffer undue sexual temptation.
- Y FAITH** (Evangelistic gift) The gift of faith is the divine ability to discern the will of God for a situation and proceed as revealed with extraordinary confidence consummating in exceptional ministry.
- Z GIVING** (Service gift) The gift of giving is the unique ability to generously provide personal resources of money, food, and other material possessions to those who are in need.

Z1 MISSIONARY (Evangelistic gift) The gift of missionary is the unique ability to be a minister, dispersed to serve in other cultures, in response to the Great Commission.

Z2 MARTYRDOM (Evangelistic gift) The gift of martyrdom is the unique ability to remain joyous and victorious as a witness for Christ while enduring severe persecution even to the point of death.

Z3 MIRACULOUS POWERS (Evangelistic gift) The gift of miraculous powers is the divine ability to effect authentic alterations in the ordinary course of nature, bringing honor and attention to Christ.

Z4 MESSAGE OF WISDOM (Communication gift) The message of wisdom is a divine revelation from God revealing to man His plan and best course of action for a given situation. This wisdom is communicated spontaneously from God to man, through the Spirit, revealing how to proceed in His will. It provides wholeness, restoration, peace and/or strength to overcome in times of perplexity, trial, persecution or danger.

GIFT PROFILE

1. Find the **Name of the Gift** that corresponds to the letters on the right of the **Answer Sheet**.
2. Write the **Name of the Gift** on the **numbered line** (below) that corresponds with the **Score Total** for the gift. (Example: If line A (Helps) totaled 11, write "Helps" on line 11 of the Gift Profile, below.)
3. Write in all the gifts on the appropriate line according to how you scored. More than one gift may be written on the same line.

Refer to your GIFT PROFILE during the MTC training classes. Ask the instructor questions on how you can better release the gifts that scored above 7 or 8. Be prepared to give testimony on how God is using you in these gifts.

LEVEL OF GIFT RELEASE	
LEVEL OF OPERATION:	SCALE OF RELEASE:
	GIFT CATEGORY:
	Service - Communication - Pastoral - Evangelistic
LEVEL FOUR	
<u>Very Active Gifts.</u> High incidence of release. Person highly available to be used.	20 19 18 17 16
LEVEL THREE	
<u>Active Gifts.</u> Moderate release. Person available to be used in these gifts.	15 14 13 12 11
LEVEL TWO	
<u>Inactive Gifts.</u> Seldom released. Person available, but not inclined to be used.	10 9 8 7 6
LEVEL ONE	
<u>Dormant Gifts.</u> Very little used, if at all. Available, but release is unlikely.	5 4 3 2 1

Choose four or five of the highest scoring gifts and transfer them to your "SERVANT PROFILE" in Lesson Twelve.



ANSWER SHEET

1. Remove this sheet and place it along side the questions.
2. Select the answer (0-4) that best applies to your life and experience NOW. Write your answer beside the number below that corresponds to the question. Cover your completed answers as you proceed.

0 = NEVER	-	NO	= 0
1 = HARDLY EVER	-	PARTIALLY TRUE	= 1
2 = ONCE IN A WHILE	-	TRUE	= 2
3 = QUITE OFTEN	-	VERY TRUE	= 3
4 = ALWAYS	-	ABSOLUTELY!	= 4

	QUESTION NUMBERS	Score	TOTAL	NAME OF GIFT
A	1___ 31___ 61___ 91___ 121___	___	A	_____
B	2___ 32___ 62___ 92___ 122___	___	B	_____
C	3___ 33___ 63___ 93___ 123___	___	C	_____
D	4___ 34___ 64___ 94___ 124___	___	D	_____
E	5___ 35___ 65___ 95___ 125___	___	E	_____
F	6___ 36___ 66___ 96___ 126___	___	F	_____
G	7___ 37___ 67___ 97___ 127___	___	G	_____
H	8___ 38___ 68___ 98___ 128___	___	H	_____
I	9___ 39___ 69___ 99___ 129___	___	I	_____
J	10___ 40___ 70___ 100___ 130___	___	J	_____
K	11___ 41___ 71___ 101___ 131___	___	K	_____
L	12___ 42___ 72___ 102___ 132___	___	L	_____
M	13___ 43___ 73___ 103___ 133___	___	M	_____
N	14___ 44___ 74___ 104___ 134___	___	N	_____
O	15___ 45___ 75___ 105___ 135___	___	O	_____
P	16___ 46___ 76___ 106___ 136___	___	P	_____
Q	17___ 47___ 77___ 107___ 137___	___	Q	_____
R	18___ 48___ 78___ 108___ 138___	___	R	_____
S	19___ 49___ 79___ 109___ 139___	___	S	_____
T	20___ 50___ 80___ 110___ 140___	___	T	_____
U	21___ 51___ 81___ 111___ 141___	___	U	_____
V	22___ 52___ 82___ 112___ 142___	___	V	_____
W	23___ 53___ 83___ 113___ 143___	___	W	_____
X	24___ 54___ 84___ 114___ 144___	___	X	_____
Y	25___ 55___ 85___ 115___ 145___	___	Y	_____
Z	26___ 56___ 86___ 116___ 146___	___	Z	_____
Z1	27___ 57___ 87___ 117___ 147___	___	Z1	_____
Z2	28___ 58___ 88___ 118___ 148___	___	Z2	_____
Z3	29___ 59___ 89___ 119___ 149___	___	Z3	_____
Z4	30___ 60___ 90___ 120___ 150___	___	Z4	_____

When done, add the numbers horizontally, placing the totals next to the letters on the right.
Write in the name of the gift on the right, using the "Gift List" on page 170.

